

LAIRD PLC

HEALTH, SAFETY AND ENVIRONMENTAL POLICY STATEMENT

Laird PLC and its businesses ("Laird") believes it has made and will continue to make proper provision for the Health, Safety and Welfare of its employees at work and others who may be affected by Laird's activities. Laird strives to care for the environment through its commitment to good environmental practices.

Continuous improvement will be sought by the setting of objectives and targets based on relevant national and international standards, monitoring performance and auditing against these and other relevant measures. As a minimum, Laird seeks to meet legislative and other industry standards relevant to its businesses in the countries in which it operates. All existing activities are subject to Health, Safety and Environmental risk assessment and new activities are also assessed for environmental impact and adequate Health and Safety provision.

Laird is committed to providing a safe working environment for its employees. All employees have a responsibility to take reasonable care of themselves and others while at work, adhere to safety rules and work procedures, use safety equipment provided, and to participate positively in the maintenance of safe and healthy conditions in the workplace and the task of preserving a sound environment. Laird maintains a proactive communications strategy between all employees to stimulate continuous improvement and promote and develop good health, safety and environmental practices.

Laird strives to minimise any adverse environmental impact of its activities, through improving energy and natural resource conservation, pollution prevention, minimising waste, recycling materials, safe and responsible disposal of waste and effluent, and minimising where practicable environmentally damaging emissions.

The Board of Directors of Laird PLC is ultimately responsible for this Policy. Laird's executive management are responsible for ensuring that it is enacted through integration into normal management systems; business unit management are responsible for developing, communicating and enacting their own policies, rules and procedures which build on Laird's objectives outlined here and which are specific to their own business units. Laird PLC's Risk Management Group is responsible for monitoring and co-ordinating Laird's overall Health, Safety and Environmental activities and for making recommendations to Laird PLC's Board of Directors. Laird recognises that the implementation and achievement of the Health, Safety and Environmental objectives depends on the involvement and commitment of employees at all levels.

This policy will be reviewed on a regular basis and is published on the Laird PLC website.

Signed Peter Hill
Chief Executive

Date 9 May 2008